

3. That in addition to above agreed sum of Rs. 10/- for the workman Shri Vishwa Nath Yadav will be paid Earned Wages and Earned Leaves if due to him upto 4th April, 1979 and bonus for the year 1978-79 and he will not be entitled to claim any other monetary benefit on any account upto this date and he leaves no dispute of reinstatement or re-employment. He gives up his all rights and claims if any upto date upon or against the management in any form and manner.

4. It is agreed that a request made to the Industrial Tribunal, Haryana, Faridabad to give his award in the terms of this settlement.

It is further agreed between the parties that the copies of the settlement be sent to the following authorities for the purpose of record and registration:

- (i) The Labour and Conciliation Officer, Ballabgarh.
- (ii) The Labour Commissioner, Haryana, Chandigarh.
- (iii) The Secretary, Government of Haryana, Department of Labour, Chandigarh.
- (iv) The Assistant Provident Fund Commissioner, Haryana, Faridabad in reference to Employees' Provident Fund A.C. No. PN. 2679-93.

This settlement is signed on this 24th day of August 1979 at Ballabgarh.

*Workman :*

(Sd.) . . . . .  
Vishwa Nath Singh.

For RUBBER UDYOG VIKAS PRIVATE LIMITED,

(Sd.) . . . . .  
ROSHAN LAL JAIN,  
Director.

*Witness : (Sd.) . . . . .*

Ram Dhiraj Singh Yadav.

*Witness : (Sd.) . . . . .*

(Illegible)

24-8-1979.

Labour Officer-cum-Conciliation Officer  
Ballabgarh Circle,  
Sector 7,  
Faridabad.

No. II(12)-Lab-79/15499. In pursuance of the provision of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad in respect of the dispute between the workman and the management of M/s. India Steel Corporation, 15/1, Mathura Road, Faridabad.

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER INDUSTRIAL TRIBUNAL,  
HARYANA, FARIDABAD

Reference No. 231 of 1978

*between*

SHRI GOPI CHAND, WORKMAN AND THE MANAGEMENT OF M/S. INDIA STEEL  
CORPORATION, 15/1, MATHURA ROAD, FARIDABAD.

*Present :-*

Shri P. K. De, for the workman

Shri R. C. Sharma, for the management

#### AWARD

1. By order No. 3966, dated 12th July, 1977 the Governor of Haryana referred the following dispute between the management of M/s. India Steel Corporation, 15/1, Mathura Road, Faridabad

and its workman Shri Gopi Chand, to this tribunal, for adjudication, in exercise of the powers conferred by clause (3) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 :—

**Whether the termination of services of Shri Gopi Chand was justified and in order ? If not, to what relief is he entitled ?**

2. On receipt of the order of reference, notices were issued to the parties. The parties appeared and filed their pleadings. On the pleadings of the parties, following issues were framed on 2nd February, 1979 :—

- (1) Whether the workman was in the employment of the respondent at the relevant period ?
- (2) If issue No. 1 is proved whether termination of services of the workman was justified and in order ?
- (3) If not, to what relief is he entitled ?

3. And the case was fixed for the evidence of the workman. The workman examined himself as WW-1 and the case was then fixed for remaining evidence of the workman. The workman obtained file adjournments. Lastly the case was settled and the workman agreed to receive a sum of Rs. 340/- only from the management and received the same with a receipt Lx. MW-2 and relinquished his claim of reinstatement or re-employment.

I, therefore, give my award in terms of the settlement and that there is no dispute between the parties at present.

Dated the 16th November, 1979.

NATHU RAM SHARMA,

Presiding Officer,  
Industrial Tribunal Haryana,  
Faridabad.

No. 1115, dated the 21st November, 1979.

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh as required under section 15 of the Industrial Disputes Act.

NATHU RAM SHARMA,

Presiding Officer,  
Industrial Tribunal, Haryana, Faridabad.

**No. 11(112)3Lab-79/15500** In pursuance of the provision of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad in respect of the dispute between the workmen and the management of Sub-Divisional Officer, Haryana State Electricity Board, Store and Workshop, N. I. T., Faridabad.

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,  
HARYANA, FARIDABAD

Reference No. 272 of 1979

*between*

**SHRI CHANDER KARAN SHARMA, WORKMAN AND THE MANAGEMENT OF  
SUB DIVISIONAL OFFICER, HARYANA STATE ELECTRICITY BOARD (THERMAL  
POWER HOUSE) STORE AND WORKSHOP, N. I. T., FARIDABAD.**

*Present :*

Shri Bhim Singh Yadav, for the workman.

None, for the management.

AWARE:

By order No. ID/FD/81-79/37576, dated 29th August, 1979, the Governor of Haryana referred the following dispute between the management of Sub-Divisional Officer, Haryana State Electricity

Board Chetna Power House & workshop N.I.T.C., Faridabad and its workman Shri Chander Karan Sharma, to this tribunal for adjudication in exercise of the powers conferred by clause (d) of subsection (f) of section 10 of the Industrial Disputes Act, 1947:-

Whether the termination of services of Shri Chander Karan Sharma was justified and in order? If not, to what relief is he entitled?

On receipt of the order of reference, notices were issued to the parties. The workman appeared but the management did not appear and refused to receive service, hence ex-parte proceedings were ordered against the management and the case was fixed for ex-parte evidence of the workman. The workman examined himself as his own witness and stated that his services were terminated by the management without any justification. He had joined the management at Rs. 270 P. M. on 1st May, 1974 and was a permanent one. He had raised demand and conciliation proceedings had taken place. I therefore give my award that the termination of services of the workman was neither justified nor in order. He is entitled to reinstatement with continuity of service and with full back wages.

NATHU RAM SHARMA,

Dated 16th November, 1979

Presiding Officer,  
Industrial Tribunal Haryana,  
Faridabad.

No. 134, dated the 21st November, 1979

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh as required under section 15 of the Industrial Disputes Act.

NATHU RAM SHARMA,

Presiding Officer,  
Industrial Tribunal Haryana,  
Faridabad.

**No. 11(112)-3Lab-79/15501.** In pursuance of the provisions of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad, in respect of the dispute between the workman and the management of M/s Usha Rectifier Corporation (India) Ltd., Mathura Road, Faridabad:-

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,  
HARYANA, FARIDABAD

Reference No. 474 of 1978

between

SHRI MOHD. ZAHURUDDIN ANSARI WORKMAN AND THE MANAGEMENT OF  
M/S USHA RECTIFIER CORPORATION (INDIA) LTD., MAHURA ROAD, FARIDABAD.

Present:-

Shri P. K. De, for the workman

Shri R. N. Rao, for the management.

#### AWARD

By order No. ID/ED/II/172/78/46241, dated 12th October, 1979, the Governor of Haryana referred the following dispute between the management of M/s Usha Rectifier Corporation (India) Ltd., Mathura Road, Faridabad, and its workman Shri Mohd. Zahuruddin, to this Tribunal, for adjudication, in exercise of the powers conferred by clause (d) of sub-section (f) of section 10 of the Industrial Disputes Act, 1947:-

Whether the termination of services of Shri Mohd. Zahuruddin, Ansari was justified and in order? If not, to what relief is he entitled?

2. On receipt of the order of reference, notices were issued to the parties. The parties appeared and filed their pleadings. On the pleadings of the parties, following issues were framed on 15th January, 1979:-

i. Whether the workman abandoned his services of his own?

2. Whether the term "in order" and "not in order" in order 17  
rule 12.

3. And the case was fixed for examination of the documents. The management obtained about nine or ten adjournments but finally came on 16th November and received a sum of Rs. 750 only in cash a per cent deduction therefore the award in terms of the settlement that the workman has received a sum of Rs. 750 and will be entitled to his claim upon the dispute and there is no claim noticed.

**NATHU RAM SHARMA,**

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

Dated the 16th November, 1979.

No. II17, dated the 20th November, 1979

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh as required under section 15 of the Industrial Disputes Act,

**NATHU RAM SHARMA,**

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

**No. 11(112)-3Lab-79/15502.**—In pursuance of the provisions of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad in respect of the dispute between the workman and the management of M/s. Sainco Enterprises, Private Limited, 15/2, Mathura Road, Faridabad.

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER INDUSTRIAL TRIBUNAL,  
HARYANA, FARIDABAD

Reference No. 268 of 1979

between

SHRI N. G. LUKE WORKMAN AND THE MANAGEMENT OF M/S. SAICO ENTERPRISES, PRIVATE LIMITED, 15/2, MATHURA ROAD, FARIDABAD

Present :—

N.G. Luke workman is person.

Name for the Management.

AWARD.

1. By order No. ID 137/13 37179 dated 20th November, 1979 the Governor of Haryana referred the following dispute between the management of M/s. Sainco Enterprises, Private Limited, 15/2, Mathura Road, Faridabad and its workman Shri N. G. Luke to this Tribunal for adjudication, in exercise of the power conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947:—

Whether the termination of service of Shri N.G. Luke is justified in order 17 if not, to what relief is he entitled?

2. On receipt of the order of reference, notices were issued to the parties. The workman appeared but the management did not appear. The presiding officer reported that although the factory was closed but the Chowkidar refused to receive the notice. Ex-parte proceedings were ordered against the management and the case was fixed for ex-parte evidence of the workman. The workman examined himself as his own witness who stated that he was getting Rs. 32/- p.m. as wages. He fell sick on 23rd March, 1979 and attended ESI dispensary on 26th March, 1979. He sent medical certificates. The management neither received medical certificates nor fitness certificate nor take him back on duty. He was unemployed since then. It is believed the ex-parte evidence of the workman and give my award that the termination of service of the workman was neither justified nor in order. He is entitled to reinstatement with continuity of service and full back wages.

**NATHU RAM SHARMA,**

Presiding Officer,  
Industrial Tribunal Haryana,  
Faridabad.

Dated the 16th November, 1979